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MONTANA

INDUSTRY AND OCCUPATIONAL EMPLOYMENT OUTLOOK

1984 - 1990

SUMMARY REPORT

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MONTANA
INDUSTRY AND OCCUPATIONAL
EMPLOYMENT OUTLOOK
1984-1990

STATE OF MONTANA

TED SCHWINDEN, GOVERNOR

DEPARTMENT OF LABOR AND INDUSTRY

GENE HUNTINGTON, COMMISSIONER

June, 1986

For more information contact:
Bob Rafferty, Chief
Research and Analysis Bureau
Dept. of Labor and Industry
P.O. Box 1728
Helena, MT 59624
Phone: (406)444-2430

DEPARTMENT OF LABOR AND INDUSTRY
CENTRALIZED SERVICES DIVISION

TED SCHWINDEN, GOVERNOR

(406)444-2430
STATE CAPITOL

STATE OF MONTANA

HELENA, MONTANA 59624
P.O. Box 1728

Dear Reader:

The Montana Department of Labor and Industry, as part of its continuing effort to provide Montanans with current labor market information, has recently updated and published its industry and occupational projections.

This report outlines 1990 projected industry and occupational growth and decline in the state of Montana. The information should be helpful to educators, politicians, career counselors, vocational planners, business, labor community leaders, and all parties interested in the future occupational needs of Montana. Basically, this report is designed to be used primarily as an aid to various planning and training programs.

Any comments or suggestions for improvement are always welcome.

Sincerely,

Bob Rafferty

Bob Rafferty, Chief
Research & Analysis Bureau

AN EQUAL OPPORTUNITY EMPLOYER

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INTRODUCTION

Montana's 1990 Industry/Occupation Projections are produced to provide a long term outlook of occupational demand and industry development. The industry composition follows the Standard Industrial Classification Manual (SIC) coding structure. The occupations are extracted from a survey of nonfarm wage and salary employment called the Occupational Employment Statistics (OES) Program.

This is the third 1990 publication produced. The base year has changed from 1980 to 1982 and now 1984. Montana's 1990 projected employment level has shifted downward dramically since the first publication. The past recession was one of the worst recessions experienced in Montana in many decades and the recovery has been weak in many respects. Montana's job prosperity for the rest of the 80's can be seen as on the lower end in comparison with the national employment outlook as described by the Bureau of Labor Statistics. The information presented here supercedes previous published projections.

The occupational information shown on the following pages is for wage and salary employment only. Wage and salary employment, sometimes known as establishment-based employment, does not include all jobs in the labor market. Owners and partners of unincorporated businesses, self employed, persons working in small agricultural enterprises, unpaid family members, some persons on commission, some elected officials, some employed students and some domestic employees are not included.

The estimates presented in this publication have certain limitations which should be fully understood prior to their use in any type of occupational analysis.

These projections indicate what is likely to happen barring major changes from past trends. The following major economic assumptions were used by the Bureau of Labor Statistics in developing the projection methodology:

1. The institutional framework of our economy will not change radically.
2. There will be no major events such as a widespread, long-lasting energy shortage or a war which would significantly alter the industrial structure of our economy or rate of economic growth.
3. Current technological, scientific, and social trends, such as values placed on work, education, income, and leisure will continue.

The industry projections from which the occupational employment projections were developed were based on historical employment trends which were assumed to continue into the future. Short-term economic fluctuations could not be taken into consideration when these projections were made. Therefore, the industrial and occupational projections may be too high or to low depending on the economic conditions. This is especially true of industries (such as building crafts and factory operatives) which are sensitive to economic cycles.

To assist individual states in the rather complex procedure of developing

industry and occupational projections to 1990, the Bureau of Labor Statistics set up two regional projections processing centers in Utah and Maine. Montana subsequently contracted with the Utah center to convert industrial employment to occupational categories and project separations and growth in each occupation. Analysts in Montana assembled and provided all the necessary input data; and finally, reviewed and made minor modifications to the final data to ensure that it accurately represented current and future trends in the Montana labor market.

Three general steps were used in producing employment projections:

1. Development of Industry Projections
2. Development of a Base Year Industry/Occupation (I/O) Matrix
3. Development of Occupational Projections.

DEVELOPMENT OF INDUSTRY PROJECTIONS BY MONTANA ANALYST

The future employment in individual industries is a primary determinant of projected occupational requirements because each industry has a unique occupational structure. To begin the process of developing industrial projections, a time series of historical estimates of wage and salary jobs in nonagricultural industries was constructed. This series was assembled at the three-digit Standard Industrial Classification (SIC) level based on data collected from business establishments through the Current Employment Statistics (CES) and the ES-202 programs. The derivation of industry projections is highly influenced by Montana's historical development and national trends and studies. Demographic changes were considered into the future job development. Much of the

industrial employment levels were established by utilizing linear regression and/or shift and share analysis. Another step was added in this 1990 employment forecast-observations on the Montana's economic outlook by economists and personnel specialists in government and the private sector were strongly considered. Once the initial projections were completed, both the 1984 base year and projected 1990 industry employment levels were reviewed and adjusted as necessary to reflect events that had recently occurred or were anticipated.

DEVELOPMENT OF THE BASE YEAR I/O MATRIX BY MONTANA ANALYST

The industry-occupation (I/O) matrix is a table arraying the occupational staffing patterns for each industry: i.e., the ratio of employment in each occupation in an industry to the total employment in the industry. The OES survey-based I/O matrix covers approximately 760 detailed occupations cross-classified by nearly 400 three-digit industries. Montana utilized nearly 300 three-digit industries and 320 detailed occupations in its matrix.

The major component in construction of the I/O matrix is the data collected through the Occupational Employment Statistics (OES) survey. The OES survey is a periodic mail survey oa a sample of establishments in the nonfarm wage and salary sector of the economy. Designed to provide current estimates of occupational employment for each industry. The OES surveys are conducted on a three year cycle - approximately one-third of the industries are surveyed each year.

DEVELOPMENT OF OCCUPATIONAL PROJECTIONS BY UTAH CENTER

Once the total employment I/O matrix was complete, the industry projections and I/O matrix were merged. The industry employment projections for each three-digit industry were applied to the appropriate I/O matrix ratio to derive occupational projections by industry.

At this point, an enhancement was made to the occupational projections to try to reflect high and low growth occupations and industries expected to undergo technological or organizational changes which would alter their occupational composition over the decade. Special "occupational change factors," supplied by industry specialists at the Bureau of Labor Statistics, were applied to the occupational projections at the I/O cell level. Resulting occupational projections were then summed across all industries to yield employment projections for all the occupations in the matrices. Thus, the projected employment of an occupation is determined by changes in the proportion of workers in the occupation in each industry and the growth rate of the industries in which an occupation is concentrated.

In addition to a projection of employment, an estimate is made of the total number of job openings expected to occur in each occupation. Average annual job openings due to growth are calculated by simply dividing the difference between the projected year and base year employment by eight. Average annual openings due to separations are produced when occupational employment estimates are multiplied by state specific separation rates supplied by the Bureau of Labor Statistics. Due to the structure of the OES surveys, all public and private educational facilities and hospitals

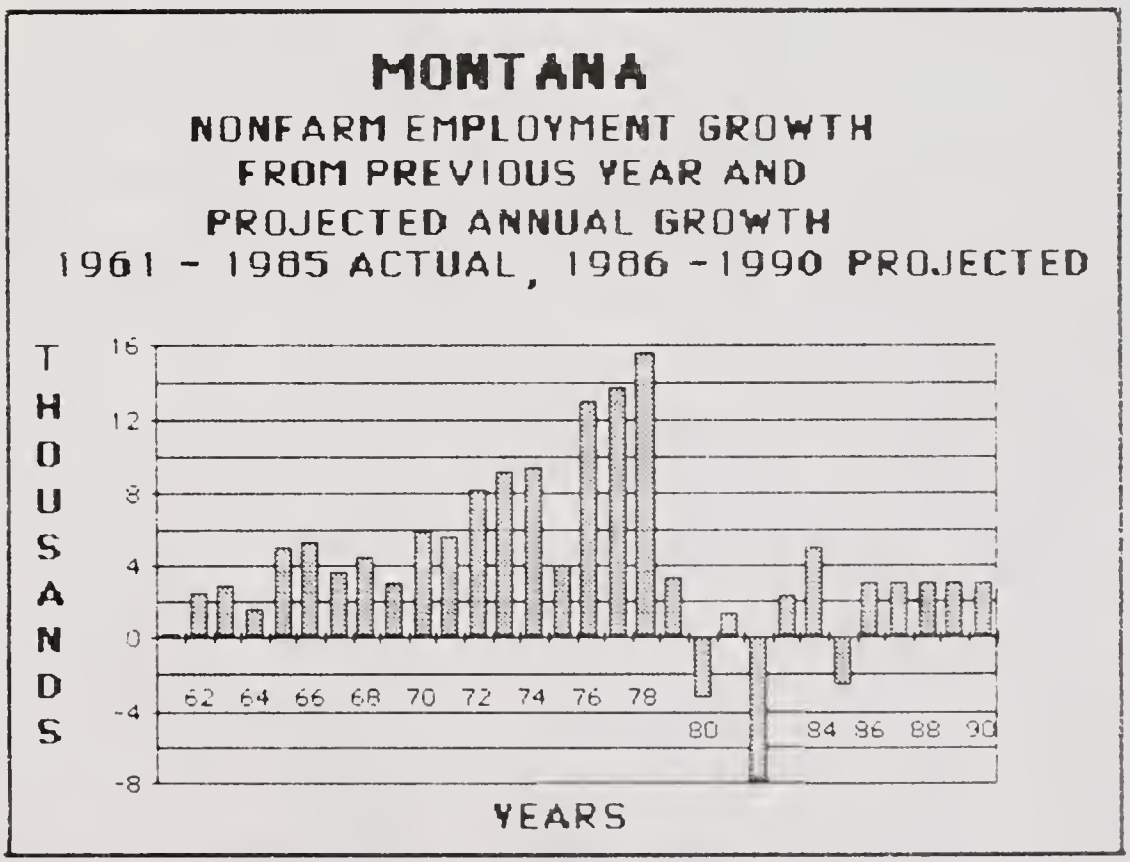
are included in the services industry, and federal post offices has been included in transportation, communication and public utilities industry (TCU). As a result, the industry employment totals for the TCU, services and government industries will not match other published employment estimates for these three industries.

Finally, we wish to emphasize that while these projections are expressed as specific number, limitations of the data and the risk inherent in economic forecasting preclude any claims of precision.

This projection information can help us look into the future with some confidence. It is necessary to individuals and jobs to decrease unemployment and increase job satisfaction. This would also benefit the business community and taxpayers. Through the use of the information provided, better decisions can be made for the future by having a more realistic knowledge of Montana's employment trends.

INDUSTRIAL OVERVIEW

Between 1984 and 1990, Montana is expected to gain 18,000 new jobs. This amounts to a 1.1 percent growth in the number of jobs each year of the six year period. This is a substantially slower rate than experienced in the sixties and seventies, but better than the first half of the eighties. A 1.1 percent annual average growth rate translates into 3,000 new jobs each year.



Industrial employment can be divided into two sectors: The goods producing and the service producing sectors. The goods producing sector is further divided into the following industrial catagories: manufacturing, construction, and mining. The service producing sector breakdowns consist of transportation/ communication/public utilities (TCU), finance/insurance/real estate, trade, services, and government. The outlook for the goods producing sector is rather dim with a 1,300 job loss expected between 1984 and 1990. The previous six year period (1978-1984) resulted in a 7,000 job reduction. However, the next six years will not have as much job erosion as in the past six years in the goods producing jobs. The service producing sector of the Montana economy accounts for about 8 out of every 10 jobs. This sector will gain 19,400 jobs from 1984 to 1990, which amounts to a 1.4 percent annual growth rate.

Overall, the Mining industry forecast is seen as an unchanged employment level but the more detailed industry categories within mining have a great deal of change. Gold mining will create several hundred new jobs. Coal mining and non-metal mining are expected to increase slightly. Oil and gas extraction employment will realize a substantial decline.

Metal mining has a history of domination by copper mining but the future employment growth is based upon precious metal mining. (Mainly gold and silver). Many of the new and planned developments are located in the mountains in rural western counties and employment will range between 100 and 250 workers. The major copper mining facility has phased down from several thousand workers to an inactive status in 1983. A new owner is trying to start-up the copper mining operation with about a 250 person work-force, but at this time the forecasted mining figures do not include any

copper mining development.

Coal mining, just a few years ago, was viewed as the bright spot in Montana's economy. The coal production contracts now indicate a fairly flat production outlook into 1990. When the long term coal contracts expire in the early 1990's, Montana's coal production may be in jeopardy from other states producing their own coal or finding a lower price source for their coal.

The employment forecast for oil and gas exploration was computed before the sudden price shake-out. Even before reduced oil prices entered the economy, exploration activity had been slowing down in Montana. Montana's exploration cost often is more costly because the oil discoveries are found at a deeper depth than in many other states. Access to the Overthrust Belt (which follows the continential divide) has been limited and testing results have been much less than expected. The oil and gas industry outlook appears to be more pessimistic than it has been in a long time.

Construction employment has been in a general decline since 1978. Three major considerations influence a continued decline in the construction workforce: demographic shifts will require fewer new homes to be built; most of the interstate highway system construction is completed; and no major construction projects, such as power plant development, is scheduled for the next few years.

Manufacturing employment is expected to lose about 800 jobs in the next few years, but the loss is concentrated in three industries: food products, lumber and woods, and primary metals. The food products decline follows a

national pattern. Also, Montana has experienced a sharp reduction in the meat packing industry employment in several plant closures. The lumber and woods industry's workforce shrinkage will be caused by a combination of forces such as marketing challenges from new substitute products, automation, both in mills and logging areas, competition from southern states and Canada, changes in the raw materials from large diameter timber to a smaller size, and changes in the U.S. Forest Service logging policy. The biggest challenge for primary metals employment is keeping the aluminum production going. Montana's only aluminum plant recently became an employee owned facility and has short term production contracts. The long term outlook will be influenced by electric power cost which is about one-third of the total production cost.

Growth is expected in many other manufacturing industries and the smaller size firms are seen having the strongest growth potential. Montana has yet to see much development in "high tech" products as many other states have experienced. In fact, the turn-over of firms in electronic manufacturing has been quite noticeable in Montana.

Only a small gain in employment is forecast for (TCU) the Transportation/Communication/Public Utilities industry because a couple of established industries are still declining. The railroad workforce decline is not a gradual decline because of about 400 job losses in the first six months of 1986. The major telephone service companies are still in a reorganization and automation phase that will cause about a one percent decline in employment each year until 1990.

The strongest TCU growth should be in the trucking-warehouse sector. Influencing this industry's employment increase is the reduction in railway branch lines. Also, more deliveries to retail stores are by-passing the wholesale distribution network - a direct manufacturer to retail store concept.

The electric - gas utility companies are not anticipating the employment growth that has occurred in the past decade. The current status in some firms is close to a hiring freeze condition.

Wholesale trade will not continue the growth pace noticed in recent years, but Retail trade shall continue to expand its job creation at a respectable rate. Currently wholesale trade growth is not occurring at the anticipated level because of the severe agricultural economic woes. Eating and drinking establishments will lead the retail growth as the population trends toward more eating outside the home. Many of the expanded retail jobs will be part-time or seasonal work.

The Finance/Insurance/Real Estate (FIRE) industry is projected to grow by one percent annually. The banking industry will not be part of the FIRE growth, as this sector will decline by nearly one percent each year due to automation and centralization factors.

The FIRE industry is highly influenced by interest rates and population demographics and such national policies relating to the interest rate (such as budget deficit) will have a strong bearing on the future of this industry.

The current slower population growth will influence a mild expansion of FIRE jobs as compared to the moderate expansion in the last decade.

The Services industry, which includes government run schools and hospitals, is the number one employer of Montanans. It accounts for nearly one-third of all jobs. Following the national trend, services will continue to be the fastest growing industry. Areas such as health services, personal services, business services, and education are the biggest job gainers.

The Government industry, which does not include government run schools or hospitals, will be the second lowest growing industry through 1990. There are a number of reasons for this, not the least of which is the public's protest of waste in government and the necessities of balancing the state and national budget by reducing government programs.

INDUSTRY EMPLOYMENT
TWO DIGIT STANDARD INDUSTRIAL CLASSIFICATION
1984 AND PROJECTED 1990

	1984 ANNUAL AVG EMPL	1990 ANNUAL AVG EMPL	CHANGE IN EMPL	PERCENT CHANGE	ANNUAL PERCENT CHANGE
TOTAL NONAG EMPLOYMENT.....	276143	294172	18029	6.5%	1.1%
MINING.....	7695	7694	-1	0	0
10 METAL MINING.....	1138	1704	566	49.7%	.8%
12 BITUM COAL & LIG MIN..	1304	1447	143	11.0%	1.8%
13 OIL & GAS EXTRACTION..	4292	3497	-795	-18.5%	-3.1%
14 MINING & QRY NONMETL..	961	1046	85	8.8%	1.5%
CONSTRUCTION.....	12536	11972	-564	-4.5%	-.8%
15 GENERAL BUILDING.....	3829	3602	-227	-6.0%	-1.0%
16 HEAVY CONSTRUCTION....	3694	3509	-185	-5.0%	-.8%
17 SPECIAL TRADE.....	5013	4861	-152	-3.0%	-.5%
MANUFACTURING.....	22631	21852	-779	-3.4%	-.6%
20 FOOD PRODUCTS.....	3172	2706	-466	-5.0%	-.5%
23 APPAREL.....	473	496	23	5.0%	.8%
24 LUMBER.....	9018	8108	-910	-10.1%	-.2%
25 FURNITURE.....	194	239	45	23.2%	3.9%
26 PAPER.....	912	945	33	3.6%	6.0%
27 PRINTING-PUBLISH.....	2386	2542	156	6.5%	1.9%
28 CHEMICALS.....	546	651	105	19.2%	3.2%
29 PETRO-COAL.....	950	902	-48	-5.1%	-.8%
30 RUBBER-MISC PLAST.....	121	148	27	22.3%	3.7%
31 LEATHER.....	65	73	8	12.3%	2.1%
32 STONE-CLAY-GLASS.....	1158	1156	-2	-.2%	-.3%
33 PRIMARY METAL.....	1536	1162	-374	-24.3%	-4.6%
34 FABRICATED METAL.....	560	652	92	16.4%	2.7%
35 NON ELECT MACH.....	484	613	129	26.7%	4.4%
36 ELECT-ELECTR EQUIP....	344	499	155	45.1%	7.5%
37 TRANSPORT EQUIP.....	191	252	61	32.0%	5.3%
38 INSTRUMENTS.....	135	157	22	16.3%	3.0%
39 MISC MFG.....	386	551	165	43.0%	7.1%
TRANSPORT-COMMUNIC-UTILITY.	23040	23436	396	1.7%	.3%
40 RAILROAD.....	3985	3503	-482	-12.1%	-2.0%
41 LOCAL-URBAN TRANS.....	1128	1324	196	17.4%	2.9%
42 TRUCKING-WAREHOUSE....	5237	5746	509	10.0%	1.6%
43 U.S. POSTAL SERVICE...	2360	2408	48	2.0%	.3%
44 WATER TRANSPORT.....	22	28	6	27.3%	4.6%
45 AIR TRANS.....	739	903	164	22.2%	3.7%
46 PIPELINES(EX NAT GAS).	89	98	9	10.1%	1.7%
47 TRANSPORT SERVICES....	451	551	100	22.2%	3.9%
48 COMMUNICATION.....	4274	4051	-223	-5.2%	-.9%
49 ELECT-GAS-SAN-SERVICES	4755	4824	69	1.5%	.2%

This employment series has industry alterations to match the occupational matrix. Changes include: postal service from government to SIC 43; state and local education from government to SIC 82 and state and local hospitals from government to SIC 80.

(TWO DIGIT INDUSTRY EMPLOYMENT (CONT.)
1984 AND PROJECTED 1990

	1984 ANNUAL AVG EMPL	1990 ANNUAL AVG EMPL	CHANGE IN EMPL	PERCENT CHANGE	ANNUAL PERCENT CHANGE
WHOLESALE-RETAIL TRADE.....	75802	83791	7989	10.5%	1.8%
WHOLESALE TRADE.....	17366	17957	591	3.4%	.6%
50 DURABLE GOODS.....	9317	9590	231	2.5%	.4%
51 NONDURABLE.....	7952	8367	360	4.5%	.7%
RETAIL TRADE.....	58436	65834	7398	12.7%	2.1%
52 BLDG MAT-GARDEN.....	3289	3595	306	9.3%	1.6%
53 GEN MERCH.....	5700	6343	643	11.3%	1.9%
54 FOOD STORES.....	8381	9096	715	8.5%	1.4%
55 AUTO DLRS-SVC ST.....	7628	8451	823	10.8%	1.8%
56 APPAREL & ACCESS.....	2555	2911	356	13.9%	2.3%
57 FURN & HOME FURNISHES.	2372	2547	175	7.4%	1.2%
58 EATING & DRINKING.....	22297	25898	3601	16.2%	2.7%
59 MISC RETAIL.....	6214	6993	779	12.5%	2.1%
FINANCE-INSUR-REAL ESTATE..	13361	14143	782	5.8%	1.0%
60 BANKING.....	5251	5003	-248	-4.7%	-.8%
61 CREDIT AGENCIES.....	1696	1997	301	17.7%	3.0%
62 SEC-COMM-BRKS-SV.....	546	701	155	28.4%	5.0%
63 INSURANCE CARR.....	1313	1268	-45	-3.4%	.8%
64 INSURANCE AGENT-BRKS..	1778	2107	329	18.5%	3.1%
65 REAL ESTATE.....	2553	2822	269	10.5%	1.8%
66 COMBINATIONS.....	92	72	-20	-21.7%	-3.6%
67 HOLDING & INVESTMENTS.	132	173	41	31.1%	5.2%
SERVICE.....	85451	94905	9454	11.1%	1.8%
70 HOTELS & LODGING.....	6829	7493	664	9.7%	1.6%
72 PERSONAL SERVICE.....	2800	3637	837	29.9%	5.0%
73 BUSINESS SERVICE.....	5237	6949	1712	32.7%	5.4%
75 AUTO-REPAIR SERVICE...	2105	2394	289	13.7%	2.3%
76 MISC REPAIR SERVICE...	944	1027	83	8.8%	1.5%
78 MOTION PICTURES.....	679	639	-40	-5.9%	-1.0%
79 AMUS & REC SERVICES...	2176	2841	665	30.6%	5.1%
80 HEALTH SERVICES.....	22039	24652	2613	11.8%	2.0%
81 LEGAL SERVICES.....	1708	1938	230	13.5%	2.2%
82 EDUCATIONAL SERVICES..	27639	28695	1056	3.8%	.6%
83 SOCIAL SERVICES.....	4110	4852	742	18.0%	3.0%
84 MUSEUMS, ZOOS ETC.....	78	129	51	65.4%	11.0%
86 MEMBERSHIP ORG.....	5968	6294	326	5.5%	.9%
89 MISC SERVICES.....	3139	3365	226	7.2%	1.2%
GOVERNMENT.....	35627	36379	752	2.1%	.4%
FEDERAL.....	10398	10486	88	.8%	.1%
STATE.....	9510	9899	389	4.1%	.7%
LOCAL.....	15719	15994	275	2.0%	.3%

MONTANA'S 1982-1990 OCCUPATION OUTLOOK REVIEW

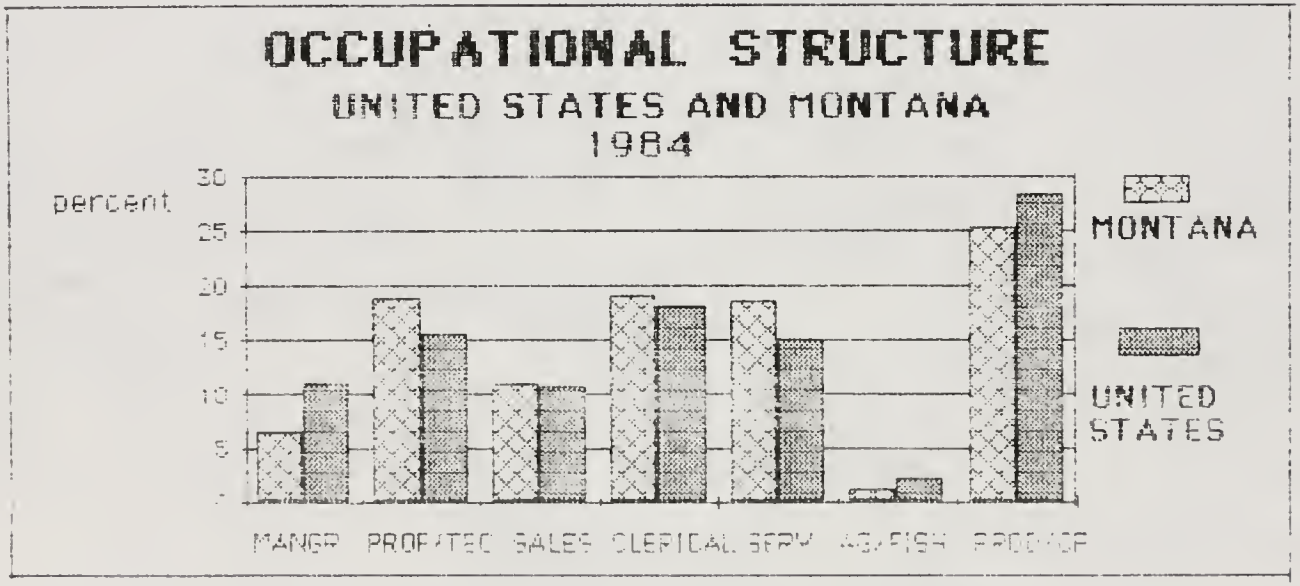
Jobs in Montana are concentrated in relatively few occupations. The alphabetical detail occupational listing has 532 total occupations. From this list, the largest 55 occupations controls two-thirds of the total employment. The top five occupations include retail sales persons, truck drivers, janitors, secretaries, and waiters/waitresses. These five job functions amount to 15 percent of the total work force. The training or education needed for most of the larger employment occupations is not extensive and many jobs are low skilled positions. However some, such as nurses and teachers, do require several years of college.

In reviewing the total annual average job opening series, three-fourths of the job openings are due to labor force separations and the other quarter are due to growth. The overall economic conditions in Montana should be considered when applying the average openings, especially the openings due to growth. For example, 1985's employment data indicates a one percent decline occurred rather than a one percent improvement in job growth as the forecast annual average perceives.

White collar and service occupations comprises nearly all of the job growth between 1984 and 1990. The blue collar job growth is small but the openings due to separations is a significant count. The blue collar occupations contributions to the total jobs is only one out of 100 growth jobs but is nearly one out of five jobs due to labor force replacement needs.

MONTANA DISTRIBUTION OF EMPLOYMENT BY MAJOR OCCUPATIONAL GROUPS

INDUSTRY GROUP	1984 employment	%total	1990 employment	%total	change in employment	percent change	annual openings due to growth	annual openings due to separations	annual openings per occupation
MANAGERIAL & ADMINISTRATIVE	17408	6.3%	18387	6.2%	979	5.6%	167	589	756
PROFESSIONAL,TECHNICAL	52113	18.8%	56322	19.1%	4209	8.1%	712	1791	2503
SALES & RELATED	30212	10.9%	33561	11.4%	3349	11.1%	561	1240	1801
CLERICAL & ADMIN. SUPPORT	52365	18.9%	55460	18.8%	3095	5.9%	529	1797	2326
SERVICE	51103	18.5%	57097	19.4%	5994	11.7%	1006	1986	2992
AGRICULTURE,FORESTRY,FISH	3384	1.2%	3265	1.1%	-119	-3.5%	-13	91	78
PRODUCTION,OPERATING,MAINT.	69558	25.1%	70080	23.8%	522	0.8%	153	2225	2378
TOTAL ALL OCCUPATIONS	276143	100.0%	294172	100.0%	18029	6.5%	3115	9719	12834



OCCUPATIONS WITH MOST OPENINGS IN MONTANA *
(ANNUAL AVERAGE JOB OPENINGS)

OCCUPATIONS	DUE TO GROWTH	DUE TO LABOR FORCE SEPARATION	ANNUAL AVERAGE OPENINGS
1. SALES PERSONS: RETAIL	205	495	700
2. CASHIERS	180	243	423
3. JANITOR, PORTER, CLEANER, MAID	131	291	422
4. SECRETARIES	154	266	420
5. WAITERS AND WAITRESSES	126	238	364
6. MAINTENANCE REPAIRERS, GENERAL	44	319	363
7. SALES & RELATED OCC. (NO DETAIL)	67	295	362
8. TRUCK DRIVERS	68	282	350
9. BOOKKEEPING & ACCOUNTING CLERKS	69	279	348
10. COMB. FOOD PREPARATION, SERVICE	152	169	321
11. TEACHERS: ELEMENTARY SCHOOL	106	182	288
12. GENERAL MANAGERS AND TOP EXEC.	66	207	273
13. GENERAL OFFICE CLERKS	26	229	255
14. REGISTERED NURSES	69	179	248
15. NURSING AIDES, ORDERLIES	87	153	240
16. BARTENDERS	68	143	211
17. FOOD PREPARATION WORKERS	65	123	188
18. CLERICAL & SUPPORT (NO DETAIL)	31	153	184
19. COOKS: RESTAURANT	67	114	181
20. RECEPTIONISTS, INFORMATION CLERKS	63	83	146
21. FOOD SERVICE WORKERS (NO DETAIL)	25	106	131
22. TEACHERS: SECONDARY SCHOOL	17	112	129
23. BLUE-COLLAR WORKERS SUPERVISORS	5	119	124
24. ACCOUNTANTS AND AUDITORS	32	87	119
25. SERVICE WORKERS (NO DETAIL)	28	87	115
26. COOKS: FAST FOOD & SHORT ORDER	40	74	114
27. LICENSED PRACTICAL NURSES	31	80	111
28. HAND LABORERS (NO DETAIL)	29-	133	104
29. TEACHERS, INSTRUCTORS(NO DETAIL)	13	87	100
30. FINANCIAL MANAGERS	25	73	98
31. MANAGERS & ADMIN. (NO DETAIL)	12	82	94
32. ALL OTHER MANAGEMENT SUPPORT OCC	8	80	88
33. STOCK CLERKS: SALES FLOOR	38	48	86
34. COUNTER AND RENTAL CLERKS	20	62	82
35. TEACHER'S AIDES, EDUC. ASSISTANT	20	62	82
36. HAIRDRESSERS AND COSMETOLOGISTS	35	44	79
37. AUTO AND MOTORCYCLE MECHANICS	18	60	78
38. FOOD SERVICE & LODGING MANAGERS	26	49	75
39. CARPENTERS	17-	89	72
40. BUS DRIVERS: SCHOOL	27	44	71
41. TYPISTS	12	55	67
42. LAWYERS	17	48	65
43. COOKS: INSTITUTION OR CAFETERIA	13	52	65
44. SOCIAL WORKERS	20	43	63
45. STOCK CLERKS	16	46	62
46. INSTRUCTORS AND COACHES: SPORTS	28	32	60
47. GUARDS AND WATCH GUARDS	15	37	52
48. TEACHERS: PRESCHOOL	23	28	51
49. PROFESSIONAL/TECHN. (NO DETAIL)	11	40	51
50. TELLERS	2	48	50
51. GARDENERS & GROUNDSKEEPERS	19	29	48
52. COMPUTER OPERATORS, EXC. PERIPH.	35	12	47
53. WHOLESALE AND RETAIL BUYERS	9	36	45
54. BILLING, COST AND RATE CLERKS	8	37	45
55. POSTAL MAIL CARRIERS	10	33	43
56. OTHER HEALTH PROFESSIONALS, TECHN	21	21	42
57. TRAFFIC, SHIPPING CLERKS	9	33	42
58. CORRECTION OFFICERS AND JAILERS	11	31	42
59. AMUSEMENT & RECREATION ATTENDANT	21	21	42
60. HOTEL DESK CLERKS	7	34	41

FASTEST GROWING OCCUPATIONS IN MONTANA 1982-1990 *

OCCUPATIONS	EMPLOYMENT 1984	EMPLOYMENT 1990	PERCENT INCREASE
1. TRAVEL AGENTS	270	354	31.1%
2. RESERVATION TICKET AGENTS	303	389	28.3%
3. COMPUTER OPERATORS, EXC. PERIPH.	812	1021	25.7%
4. AMUSEMENT & RECREATION ATTENDANT	478	601	25.7%
5. ASSEMBLERS AND FABRICATORS	338	421	24.5%
6. HAIRDRESSERS AND COSMETOLOGISTS	867	1079	24.4%
7. COMB. FOOD PREPARATION, SERVICE	3761	4674	24.2%
8. SALES AGENTS: FINANCIAL SERVICES	332	411	23.8%
9. SYSTEMS ANALYSTS:DATA PROCESSING	340	416	22.3%
10. OTHER HEALTH PROFESSIONALS,TECHN	627	752	19.9%
11. RECEPTIONISTS,INFORMATION CLERKS	1994	2371	18.9%
12. INSTRUCTORS AND COACHES: SPORTS	917	1084	18.2%
13. CORRECTION OFFICERS AND JAILERS	368	432	17.3%
14. COMPUTER PROGRAMMERS & AIDES	649	759	16.9%
15. TEACHERS: PRESCHOOL	810	946	16.7%
16. CASHIERS	6435	7513	16.7%
17. ELECTRICAL/ELECTRONIC ENGINEERS	310	361	16.4%
18. PHARMACISTS	459	532	15.9%
19. DENTAL HYGIENISTS	260	301	15.7%
20. DENTAL ASSISTANTS	517	595	15.0%
21. COOKS: RESTAURANT	2653	3053	15.0%
22. HOSTS & HOSTESSES	533	613	15.0%
23. TEACHERS: VOCATIONAL EDUCATION	573	655	14.3%
24. GEOPHYSICISTS	295	337	14.2%
25. INSTRUCTORS: NONVOCATIONAL EDUC.	554	632	14.0%
26. BARTENDERS	2980	3390	13.7%
27. CLERGY	274	311	13.5%
28. NURSING AIDES, ORDERLIES	3855	4374	13.4%
29. RECREATION WORKERS	270	306	13.3%
30. CHILD CARE WORKERS	448	507	13.1%
31. HOUSEKEEPERS, HOTEL AND MOTEL	419	473	12.8%
32. GARDENERS & GROUNDSKEEPERS	874	985	12.7%
33. FOOD SERVICE & LODGING MANAGERS	1231	1386	12.5%
34. BUS DRIVERS: SCHOOL	1313	1477	12.4%
35. DINING ROOM & BARTENDER HELPERS	1117	1256	12.4%
36. ORDER CLERKS: MATERIALS, SERVICE	336	377	12.2%
37. GUARDS AND WATCH GUARDS	754	846	12.2%
38. SERVICE WORKERS (NO DETAIL)	1388	1554	11.9%
39. FOOD PREPARATION WORKERS	3279	3670	11.9%
40. TEACHERS: ELEMENTARY SCHOOL	5408	6046	11.8%
41. SECRETARIES	7933	8858	11.6%
42. MEDICINE AND HEALTH SERV. MGRS	280	312	11.4%
43. PHYSICIANS AND SURGEONS	639	711	11.2%
44. LAWYERS	916	1018	11.1%
45. WAITERS AND WAITRESSES	6936	7689	10.8%
46. STRUCTURAL METAL FABRICATORS	333	369	10.8%
47. COOKS: FAST FOOD & SHORT ORDER	2223	2461	10.7%
48. SALES PERSONS: RETAIL	11560	12789	10.6%
49. INSURANCE POLICY PROCESS. CLERKS	366	404	10.3%
50. LICENSED PRACTICAL NURSES	1780	1964	10.3%
51. TIRE REPAIRERS AND CHANGERS	442	487	10.1%
52. VEHICLE, EQUIPMENT CLEANERS	458	501	9.3%
53. REGISTERED NURSES	4455	4866	9.2%
54. SOCIAL WORKERS	1309	1429	9.1%
55. BAKERS, BREAD & PASTRY	534	582	9.0%
56. FOOD SERVICE WORKERS (NO DETAIL)	1681	1832	9.0%
57. JANITOR, PORTER, CLEANER, MAID	8780	9568	9.0%
58. FILE CLERK	390	424	8.7%
59. BUS DRIVERS	281	305	8.5%
60. SERVICE SALES OCC. (NO DETAILS)	472	512	8.5%

*INCLUDES ONLY THOSE OCCUPATIONS WITH ESTIMATED 1990 EMPLOYMENT OF AT LEAST 300.

FASTEST DECLINING OCCUPATIONS IN MONTANA 1984 - 1990 *

OCCUPATION	EMPLOYMENT 1984	EMPLOYMENT 1990	PERCENT DECLINE
1. ROUSTABOUTS	839	670	-20.1%
2. SERVICE UNIT OPERATORS	444	357	-19.5%
3. CENTRAL OFFICE OPERATORS	205	173	-15.6%
4. WELL HEAD PUMPERS	203	172	-15.2%
5. CENTRAL OFFICE & PBX INSTALLERS	270	229	-15.1%
6. LOGGING TRACTOR OPERATORS	603	513	-14.9%
7. FALLERS AND BUCKERS	625	532	-14.8%
8. CHOKE SETTERS	223	190	-14.8%
9. RAIL CAR REPAIRERS	255	222	-12.9%
10. STENOGRAPHERS	324	283	-12.6%
11. LOG HANDLING EQUIPMENT OPERATORS	268	238	-11.1%
12. SHERIFFS, DEPUTIES, US MARSHALL	728	652	-10.4%
13. SAWING MACHINE OPERATOR/TENDER	666	604	-9.3%
14. RAILROAD BRAKE, SIGNAL, SWITCH	557	506	-9.1%
15. DATA ENTRY KEYERS, EXC.COMPOSING	780	709	-9.1%
16. HOIST, WINCH, CRANE OPERATORS	212	193	-8.9%
17. MACHINE FEEDERS AND OFFBEARERS	1264	1153	-8.7%
18. HELPERS: CONSTRUCTION	1263	1159	-8.2%
19. GRADUATE ASSISTANTS, TEACHING	668	615	-7.9%
20. PACKAGING, FILLING MACHINE OPER.	305	281	-7.8%
21. TELEPHONE STATION INSTALLERS	257	239	-7.0%
22. BUTCHER, MEATCUTTER, SLAUGHTERER	750	699	-6.8%
23. MILLWRIGHTS	314	294	-6.3%
24. ROTARY DRILL OPERATORS	446	418	-6.2%
25. RAILROAD CONDUCTORS, YARDMASTERS	367	347	-5.4%
26. CONVEYOR OPERATORS AND TENDERS	285	271	-4.9%
27. CONSTRUCTION MANAGERS	617	589	-4.5%
28. ENGINEERING TECHN. (NO DETAIL)	330	317	-3.9%
29. CARPENTERS	2869	2759	-3.8%
30. FARM EQUIPMENT MECHANICS	322	310	-3.7%
31. HAND LABORERS (NO DETAIL)	4900	4723	-3.6%
32. PRODUCTION INSPECTORS, GRADERS	362	349	-3.5%
33. CONCRETE AND TERRAZZO FINISHERS	338	326	-3.5%
34. COST ESTIMATORS	294	285	-3.0%
35. TELEPHONE, CABLE TV INSTALLERS	322	313	-2.8%
36. ELECTRICIANS	1255	1220	-2.7%
37. MACHINERY MAINTENANCE WORKERS	402	391	-2.7%
38. OPERATING ENGINEERS	1253	1220	-2.6%
39. VOCATIONAL AND EDUC. COUNSELORS	315	308	-2.2%
40. HEAVY EQUIPMENT MECHANICS	749	734	-2.0%
41. INDUSTRIAL TRUCK/TRACTOR OPER.	935	918	-1.8%
42. CONSTRUCTION WORKERS (NO DETAIL)	277	272	-1.8%
43. PAINTERS AND PAPERHANGERS	392	385	-1.7%
44. HAND PACKERS AND PACKAGERS	567	558	-1.5%
45. SHEET METAL WORKERS	516	508	-1.5%
46. PLUMBER, PIPEFITTER, STEAMFITTER	846	835	-1.3%
47. UTILITIES CUSTOMER SERVICE REPS	256	254	-0.7%
48. GRADER, DOZER, SCRAPER OPER.	392	389	-0.7%
49. POSTAL SERVICE CLERKS	1265	1257	-0.6%
50. LIBRARIANS, PROFESSIONAL	617	614	-0.4%
51. ADJUSTMENT CLERKS	261	260	-0.3%
52. NEW ACCOUNTS CLERKS	297	296	-0.3%
53. MATERIAL WORKERS (NO DETAIL)	622	620	-0.3%
54. ELECTRICAL POWERLINE INSTALLERS	562	561	-0.1%

*INCLUDES ONLY THOSE OCCUPATIONS WITH ESTIMATED 1984 EMPLOYMENT OF AT LEAST 200.

SIC TITLE ***** / MATRIX TITLE *****	1984	1990	1984-1990 GROWTH	AVE. ANNUAL GROWTH
MINING & CONSTRUCTION				
MANAGERIAL & ADMINISTRATIVE	1,342	1,311	31-	6-
PROFESSIONAL, PARAPROFESSIONAL & TECHNICAL	1,300	1,404	104	16
SALES & RELATED OCCUPATIONS	209	188	21-	4-
CLERICAL & ADMINISTRATIVE SUPPORT	2,056	2,021	35-	7-
SERVICE OCCUPATIONS	182	193	11	2
AGRICULTURE, FORESTRY, & FISHING	10	10	0	0
PRODUCTION, OPERATING & MAINTENANCE	15,132	14,539	593-	96-
TOTAL:	20,231	19,666	565-	95-
MANUFACTURING				
MANAGERIAL & ADMINISTRATIVE	1,015	1,043	28	5
PROFESSIONAL, PARAPROFESSIONAL & TECHNICAL	1,273	1,296	23	4
SALES & RELATED OCCUPATIONS	821	846	25	3
CLERICAL & ADMINISTRATIVE SUPPORT	1,994	2,038	44	10
SERVICE OCCUPATIONS	358	334	24-	4-
AGRICULTURE, FORESTRY, & FISHING	1,888	1,624	264-	45-
PRODUCTION, OPERATING & MAINTENANCE	15,282	14,671	611-	105-
TOTAL:	22,631	21,852	779-	132-
TRANSPORTATION & PUBLIC UTILITIES				
MANAGERIAL & ADMINISTRATIVE	1,605	1,587	18-	3-
PROFESSIONAL, PARAPROFESSIONAL & TECHNICAL	1,734	1,757	23	3
SALES & RELATED OCCUPATIONS	1,186	1,291	105	18
CLERICAL & ADMINISTRATIVE SUPPORT	6,602	6,655	53	7
SERVICE OCCUPATIONS	273	285	12	3
PRODUCTION, OPERATING & MAINTENANCE	11,640	11,861	221	36

SIC TITLE ***** / MATRIX TITLE *****		1984	1990	1984-1990 GROWTH	AVE. ANNUAL GROWTH
	TOTAL:	23,040	23,436	396	64
WHOLESALE & RETAIL TRADE					
MANAGERIAL & ADMINISTRATIVE		5,650	6,132	482	80
PROFESSIONAL, PARAPROFESSIONAL & TECHNICAL		2,455	2,674	219	37
SALES & RELATED OCCUPATIONS		24,381	27,141	2,760	460
CLERICAL & ADMINISTRATIVE SUPPORT		9,146	9,799	653	110
SERVICE OCCUPATIONS		21,848	25,161	3,313	552
AGRICULTURE, FORESTRY, & FISHING		216	237	21	3
PRODUCTION, OPERATING & MAINTENANCE		12,106	12,647	541	91
	TOTAL:	75,802	83,791	7,989	1,333
FINANCE, INSURANCE, & REAL ESTATE					
MANAGERIAL & ADMINISTRATIVE		1,236	1,284	48	8
PROFESSIONAL, PARAPROFESSIONAL & TECHNICAL		1,783	1,855	72	13
SALES & RELATED OCCUPATIONS		1,651	1,855	204	35
CLERICAL & ADMINISTRATIVE SUPPORT		7,194	7,517	323	55
SERVICE OCCUPATIONS		838	913	75	13
AGRICULTURE, FORESTRY, & FISHING		180	198	18	3
PRODUCTION, OPERATING & MAINTENANCE		479	521	42	7
	TOTAL:	13,361	14,143	782	134
SERVICE INDUSTRIES					
MANAGERIAL & ADMINISTRATIVE		4,129	4,549	420	71
PROFESSIONAL, PARAPROFESSIONAL & TECHNICAL		34,427	37,903	3,476	586
SALES & RELATED OCCUPATIONS		1,658	1,925	267	45
CLERICAL & ADMINISTRATIVE SUPPORT		15,987	17,874	1,887	318
SERVICE OCCUPATIONS		21,484	23,967	2,483	413

JOBS IN MONTANA-STATEWIDE
BY MATRIX TITLE WITHIN SIC TITLE

SIC TITLE ***** / MATRIX TITLE *****		1984	1990	1984-1990 GROWTH	AVE. ANNUAL GROWTH
AGRICULTURE, FORESTRY, & FISHING		484	573	89	14
PRODUCTION, OPERATING & MAINTENANCE		7,282	8,114	832	138
	TOTAL:	85,451	94,905	9,454	1,585
GOVERNMENT					
MANAGERIAL & ADMINISTRATIVE		2,431	2,481	50	6
PROFESSIONAL, PARAPROFESSIONAL & TECHNICAL		9,141	9,433	292	51
SALES & RELATED OCCUPATIONS		306	315	9	2
CLERICAL & ADMINISTRATIVE SUPPORT		9,386	9,556	170	27
SERVICE OCCUPATIONS		6,120	6,244	124	22
AGRICULTURE, FORESTRY, & FISHING		606	623	17	3
PRODUCTION, OPERATING & MAINTENANCE		7,637	7,727	90	14
	TOTAL:	35,627	36,379	752	125
	GRAND TOTAL:	276,143	294,172	18,029	3,014

OCCUPATIONAL EMPLOYMENT PROJECTS: 1984-1995

The November 1985 issue of MONTHLY LABOR REVIEW, published by the U.S. Department of Labor, presented the latest occupational employment projections. The 1984-1995 projections indicate that occupational employment growth will depart from the recent trends for some broad occupational groups and for many detailed occupations. Some occupations, especially in the clerical group, are expected to slow their rate of growth considerably, while others, mainly blue-collar occupations that grew in the past, are expected to decline. These changes result from a projected slowing of total employment growth, from changes in industry growth trends, and from technological changes affecting the occupational structure of industries.

Educators and job developers are always asking what occupations are growing and what occupations are declining. This information is also of interest to the businessman because he wants to know from what occupational group his future employees will come. He wants to know if there will be a shortage or surplus of qualified personnel to meet his needs. These factors can have an economic impact on his operation.

This article will examine occupations that had 25,000 or more workers from two perspectives. One view indicates occupations that are expected to provide the largest numerical growth. The other perspective presents occupations that are expected to have the most rapid growth or the largest percentage declines.

Occupations adding largest number of jobs. Of the 500 detailed occupations for which projections were developed, 37 occupations accounted for about one-half of the projected total job growth between 1984 and 1995. Table 1 lists these 37 occupations with current and projected employment levels. About one-fourth of the occupations generally require a college degree, roughly the same proportion found among all jobs in the economy. In general, these occupations are numerically large (only two had fewer than 300,000 workers in 1984). Some of these occupations have projected rates of growth that are average or higher. However, others are projected to grow more slowly than average, but because of their employment size they will add significant numbers of new jobs over the 1984-1995 period. Collectively, these 37 occupations accounted for 36 percent of total employment in 1984, and this proportion is expected to increase only to 39 percent in 1995. It must be remembered and emphasized that the data in Table 1 represents the numerical growth in these 37 occupations only.

Fastest growing and fastest declining occupations. The fastest growing occupations provide a different perspective to future occupational employment changes. Table 2 gives detailed data on the fastest growing occupations. It is important to note that some of these occupations are increasing rapidly from relatively small employment levels and, therefore, are not found on the list of occupations that will add the most new jobs. Notable exceptions are computer programmers, computer systems analysts, electrical and electronic engineers, and electrical and electronic technicians and technologists. These technologically-oriented occupations, however, collectively do not account for a large portion of jobs projected to be added by 1995. Almost half of the 20 fastest growing occupations are in the computer or health fields, which will continue to be among those with the strongest future growth. It is very interesting that in the top ten fastest growing occupations that Paralegal Personnel, Medical Assistants, and Travel Agents were the only noncomputer-related occupations.

Table 3 shows the 20 most rapidly declining occupations. Most are concentrated in industries that have recently contracted and are expected to continue to do so. Several are in the apparel and textile industries, both of which have suffered employment losses because of foreign competition and technological improvements. These two industries combined are projected to lose about 350,000 jobs by 1995. Other declining occupations are in railroad transportation, agriculture, and private households, industries which are expected to continue their long-run declines. Occupations that are expected to be affected adversely by technological changes are stenographers, industrial truck and tractor operators, telephone station installers and repairers, and statistical clerks.

This summary was done by the Idaho Department of Employment, Research and Analysis.

TABLE 1.
OCCUPATIONS WITH THE LARGEST JOB GROWTH, 1984-1995
(Number in Thousands)

Occupation	Employment		Change in Employment 1984 - 1995		Percent of Total Job Growth 1984-1995
	1984	1995	Number	Percent	
Cashiers	1,902	2,469	556	29.8	3.6
Registered Nurses	1,377	1,829	452	32.8	2.8
Janitors and Cleaners, Inc. Maid and Housekeeping Cleaners	2,940	3,383	443	15.1	2.8
Truck Drivers	2,484	2,911	428	17.2	2.7
Waiters & Waitresses	1,625	2,049	424	26.1	2.7
Wholesale Trade Salesworkers	1,248	1,617	369	29.6	2.3
Nursing Aides, Orderlies & Attendants	1,204	1,552	348	28.9	2.2
Salespersons, Retail	2,732	3,075	343	12.6	2.2
Accountants & Auditors	882	1,189	307	34.8	1.9
Teachers, Kindergarten & Elementary	1,381	1,662	281	20.3	1.9
Secretaries	2,797	3,064	268	9.6	1.7
Computer Programmers	341	586	245	71.7	1.5
General Office Clerks	2,398	2,629	231	9.6	1.4
Food Preparation Workers, exc. Fast Food	987	1,205	219	22.1	1.4
Food Preparation & Service Workers, Fast Food	1,201	1,417	215	17.9	1.4
Computer Systems Analysts, Electronic Data Processing	308	520	212	68.7	1.3
Electrical & Electronic Engineers	390	597	206	52.8	1.3
Electrical & Electronic Technicians & Technologist	404	607	202	50.0	1.3
Guards	733	921	188	25.6	1.2
Automotive & Motorcycle Mechanics	922	1,107	185	20.1	1.2
Lawyers	490	665	174	35.5	1.1
Cosmetologists & Related Workers	524	674	150	28.7	0.9
Cooks, Restaurant	463	601	138	29.7	0.9
Maintenance Repairers, General Utility	878	1,015	137	15.6	0.9
Bookkeeping, Accounting & Auditing Clerks	1,973	2,091	118	6.0	0.7
Bartenders	400	512	112	27.9	0.7
Computer Operators, exc. Peripheral Equipment	241	353	111	46.1	0.7
Physicians & Surgeons	476	585	109	23.0	0.7
Licensed Practical Nurses	602	708	106	17.6	0.7
Carpenters	944	1,046	101	10.7	0.6
Switchboard Operators	347	447	100	28.7	0.6
Food Service & Lodging Managers	657	746	89	13.6	0.6
Electricians	545	633	88	16.2	0.6
Teachers Aides & Educational Assistants	479	566	88	18.3	0.6
Blue-Collar Worker Supervisors	1,470	1,555	85	5.8	0.5
Receptionists & Information Clerks	458	542	83	18.2	0.5
Mechanical Engineers	237	317	81	34.0	0.5

TABLE 2
FAST GROWING OCCUPATIONS, 1984-1995
(Number In Thousands)

Occupation	Employment		Change In Employment 1984 - 1995		Percent of Total Job Growth 1984-1995
	1984	1995	Number	Percent	
Paralegal Personnel	53	104	51	97.5	0.3
Computer Programmers	341	586	245	71.5	1.5
Computer Systems Analysts, Electronic Data Processing (EDP)	308	520	212	68.7	1.3
Medical Assistants	128	207	79	62.0	0.5
Data Processing Equipment Repairers	50	78	28	56.2	0.2
Electrical & Electronic Engineers	390	597	206	52.8	1.3
Electrical & Electronic Technicians & Technologists	404	607	202	50.7	1.3
Computer Operators, exc. Peripheral Eq.	241	353	111	46.1	0.7
Peripheral EDP Equipment Operators	70	102	32	45.0	0.2
Travel Agents	72	103	32	43.9	0.2
Physical Therapists	58	83	25	42.2	0.2
Physician Assistants	25	35	10	40.3	0.1
Securities & Financial Services Salesworkers	81	113	32	39.1	0.2
Mechanical Engineering Technicians & Technologists	55	75	20	36.6	0.1
Lawyers	490	665	174	35.5	1.1
Correction Officers & Jailers	130	175	45	34.9	0.3
Accountants & Auditors	882	1,189	307	34.8	1.9
Mechanical Engineers	237	317	81	34.0	0.5
Registered Nurses	1,377	1,829	452	32.8	2.8
Employment Interviewers - Private or Public Employment Service	72	95	23	31.7	0.1

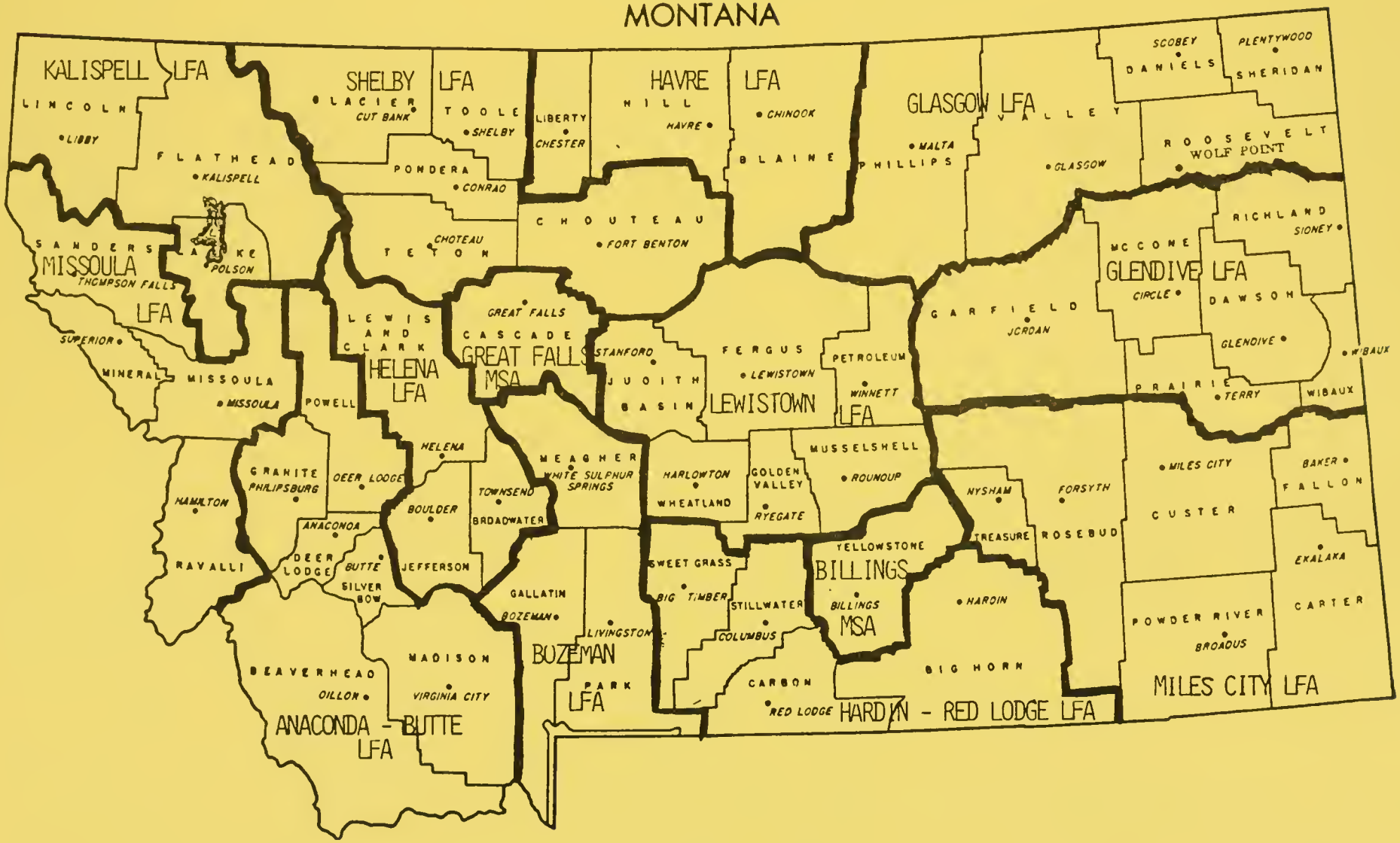
TABLE 3
FASTEST DECLINING OCCUPATIONS, 1984-1995
(Number In Thousands)

Occupation	Employment		Percent of Growth Job Growth 1984-1995
	1984	1995	
Stenographers	239	143	-40.3
Shoe Sewing Machine Operators & Tenders	33	22	-31.5
Railroad Brake, Signal & Switch Operators	48	35	-26.4
Rail Car Repairers	27	21	-22.3
Furnace, Kiln, or Kettle Operators & Tenders	63	50	-20.9
Shoe & Leather Workers & Repairers, Precision	43	35	-18.6
Private Household Workers	993	811	-18.3
Station Installers & Repairers, Telephone	111	92	-17.4
Sewing Machine Operators, Garment	676	563	-16.7
Textile Machine Operators, Tenders, Setters, & Set-Up Operators, Winding	279	235	-15.7
Machinery Maintenance Mechanics, Textile Machines	26	22	-14.8
Statistical Clerks	93	81	-12.7
Industrial Truck & Tractor Operators	389	342	-11.9
Central Office Operators	77	68	-11.5
Farm Workers	1,079	958	-11.2
College & University Faculty	731	654	-10.6
Farm & Home Management Advisers	27	24	-9.6
Extruding & Drawing Machine Setters & Set-Up Operators, Metal & Plastic	28	25	-9.1
Pressing Machine Operators & Tenders, Textile, Garment & Related	116	106	-8.8
Postal Service Clerks	317	290	-8.5

LABOR FORCE AREAS

IN

MONTANA



RESEARCH & ANALYSIS BUREAU
DEPARTMENT OF LABOR & INDUSTRY
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The Montana State Job Service and Training Division maintains 24 local Job Service Offices in the principal cities of Montana. You are invited to call on any of these offices for assistance in filling positions in your organization, additional labor market information, and for other services in connection with your employment problems.

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